

Public Report for 2024
Equal Pay Law for Male and Female Workers
Pursuant to Section 6B (d) of the Equal Pay for Men and Women Workers Law, 1996

In June 2022, Amendment No. 6 to the "Equal Pay for Workers' Law" came into force, that any employer (legal entity) with more than 518 employees is required to report and to publish data on the average wage gaps (in percentages) between women and men among its employees according to groups with similar characteristics, without specifying the titles or labels of the employee groups, that does not allow the identification of individuals and does not include sensitive information. The report can be published on the employer's website.

Readymix Industries (Israel) Ltd. is committed to the principles of equality and human dignity and actively works to promote an organizational culture based on ethical values that include the right to equal opportunities and diversity in the workplace.

In accordance with the Guidelines for Employers' Equal Opportunities Commission published in May 2021, employees of Readymix Industries (Israel) Ltd. were divided into six groups with similar characteristics according to areas of occupation, seniority, management positions and the core job of work. The wage gap percentages for each group were examined for the year 2024.

Below is a detailed report for Readymix Industries (Israel) Ltd. presenting the status within each of the segmentation groups. The segmentation was carried out based on areas of occupation, seniority, education, managerial roles, and the core job of work.

The groups of workers segmented	By men	By women	Percentage of Average Monthly Wage Differentials
1	67%	33%	+13.24%
2	96%	4%	*-12.94%
3	98%	2%	-0.70%*
4	96%	4%	+21.03%
5	50%	50%	-6.04%*
6	50%	50%	-19.13%

* Next to the percentage of the average wage gap, the sign "minus" (-) indicates when the wage gap is in favor of men and the sign "plus" (+), when the wage gap is in favor of women.

In 5 out of 6 groups, wage gaps exceeding 5% were identified, most of which were in favor of men. We have conducted an in-depth analysis to those 5 groups and found that the majority of these gaps are result of factors such as seniority, professional experience, performance quality and achievements, as well as differences in the scope, scale, and level of responsibility of the roles. No areas were identified that require corrective action.

No employees were found who requires a wage supplement to reach minimum wage.